

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Madeline Ervin

---

---

For Course

---

---

# Communication, Conflict and the Grievance Process (2.5CME)

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-7149-2071

---

---

September 7, 2018

---